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GENDER ANALYSIS AND ACTION PLAN

REPOWER - KOSOVO

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GENDER ANALYSIS AND ACTION PLAN

REPOWER - KOSOVO

Submitted to:

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ACRONYMS

AECOM	AECOM International Development
AUK	American University of Kosovo
AGE	Agency for Gender Equality
ERO	Energy Regulatory Office
ENTSO-E	European Network of Transmission System Operators of Electricity
KEDS	Kosovo Electricity Distribution and Supply Company
KEK	Kosovo Energy Corporation
KOSTT	Kosovo Transmission System and Market Operator
MED	Ministry of Economic Development
POE	Publicly Owned Enterprise
PIU	Project Implementation Unit
PPP	Public-Private-Partnerships
STEM	Science, Technology, Engineering and Mathematics
USAID	United States Agency for International Development
WG	Working Group

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EXECUTIVE SUMMARY

In Kosovo, despite the fact that women are primarily responsible for energy usage at the household level, women still lack influence over decision-making and access to information about modern energy carriers. The transition to other sources of renewable energy in Kosovo, which will be supported through this Project, can create benefits and opportunities for both women and men, such as employment generation, marketing and outreach opportunities, and improved health conditions. There is a tremendous opportunity to address barriers that women face in benefiting and participating in sustainable energy initiatives. In order to do this, significant efforts must be made to ensure equal representation in decision-making, ensuring equal rights to own land, and promoting education and training of women on business management and sustainable energy technology, toward securing future jobs in the energy sector.

AECOM's comprehensive gender approach fully and meaningfully integrates women in all proposed activities, and is in accordance with USAID's Gender Equality and Female Empowerment Policy. AECOM's inclusive and participatory project design recommended in this report recommends that the REPOWER team not simply look at women alone, but rather evaluate the perspective of relationships between men and women in different communities, as well as other vulnerable and marginalized populations.

REPOWER-KOSOVO is currently the main and largest energy sector project in USAID/Kosovo's portfolio. Meeting its two objectives – to promote clean energy and to improve enabling environment for private investment in the energy sector – is a process that offers a number of entry points for gender integration during the life of the project. Gender approaches in energy development and planning are intended ultimately, to raise the visibility of women in the energy sector and in so doing enable women's views to be better taken into account and their needs addressed. By interacting with different organizations, private sector partners, and institutions, the REPOWER - KOSOVO project can be a vehicle to raise awareness of the opportunities for both women and men to be involved in all aspects of energy. This involvement must cut across all levels of representation – both national and local – as well as different types and forms of energy. Close involvement with key energy sector actors and project beneficiaries (Kosovo Energy Corporation (KEK), Kosovo Electricity Transmission, System and Market Operator (KOSTT), Energy Regulatory Office (ERO) and the Ministry of Economic Development (MED)) will provide an opportunity to promote social inclusion values at the organizational level, based on USAID's commitment to gender equality and women's empowerment. Additionally, continuous activities such as applying a gender lens to all of reports, studies and assessments; ensuring full participation of men and women in its supported activities; and collection of sex-disaggregated data present the basis for gender integration throughout the life of the project.

As part of this Gender Analysis, a thorough assessment from key stakeholder partners and beneficiaries was conducted to generate concrete, realistic recommendations to integrate gender into existing activities of the project.

These recommendations are embedded in the Gender Action Plan, (Annex 4), but a summary of key recommendations are included here:

- Provide information to KEK, KOSTT and ERO's female workforce about opportunities to connect with mentors from around the world via REPOWER-KOSOVO, through AECOM's mCircle, AECOM's global mentorship program.
- Ensure that REPOWER-KOSOVO studies, research, and written deliverables have been presented and/or reviewed from a gender lens as appropriate.
- Collect sex-disaggregated data whenever possible to identify project impact on both male and female beneficiaries.
- Cooperate with the University of Prishtina's Technical Faculty and AUK's Center for Energy and Natural Resources in provision of opportunities to their students. When possible, ensure gender-balanced participation in working groups (for example, working group on affordability), trainings, public consultations, etc.
- Ensure inclusive stakeholder engagement is carried out with youth, minority populations, and other vulnerable groups through dialogue circles and other baselines studies.
- Identify and engage gender champions, those individuals that are either male or female, and work alongside the project on gender mainstreaming inside their institutions.
- Participate in career day at local schools to teach the students about careers in the energy sector.

METHODOLOGY AND LIMITATIONS

The gender analysis of the REPOWER-KOSOVO project was conducted during the period of March 26-April 7, 2015 in Prishtina, Kosovo. The main technique used for data collection was one-on-one and group interviews with project staff, beneficiaries and stakeholders (Annex 1). Topics discussed included perspectives on roles and responsibilities of men and women in the energy sector, access to and control of services and benefits, capacity, participation, constraints, and acceptability of proposed project activities. 18 interviews were conducted by Danka Rasic, international gender specialist, and Fillanza Hoxha, Institutional Support Specialist. A literature review was also conducted to serve as the background context for the analysis (Annex 2). International gender specialist's work plan can be found in Annex 3.

As in any Gender Analysis, certain limitations can arise. Over the course of this Gender Analysis, one of the limitations was the limited data and research on gender and energy issues in Kosovo. Specifically, there is a lack of sex-disaggregated data, namely at the household level, that disaggregates energy usage as well as energy priorities. This further prevented the analysis from drawing concrete conclusions regarding the gendered usage of electricity, consequences of energy shortages, and other constraints arising from limited energy resources. Additionally, given the short time frame of the assignment, it was difficult to organize focus group discussions, however, individual interviews were held with a wide range of stakeholders.2) the short-time frame for the gender analysis which was additionally hindered by a holiday (April 6th), therefore making it not possible to organize focus groups.

GENDER ANALYSIS FINDINGS

“Women can and must play an active role in the planning, producing, supplying and managing of energy. There can be no energy for all that is sustainable unless we tap into the energy, engagement and expertise of women.”

Lakshmi Puri

Acting Head of UN Women, April 2013

GENDER AND ENERGY OVERVIEW

Energy is a key factor in economic and social development around the world. It is closely linked with income generation, environment, sustainable resource management, climate change and poverty. Access to energy, energy usage and energy policy making, however, are not gender neutral. For example, at the household level, research shows that women and children are more frequently exposed to health risks due to using biomass for cooking. Additionally, since the majority of women are busy during the day taking care of their households and children, the lack of access to reliable energy may hamper their opportunities for income generation after hours and their reliance on appliances such as sewing machines or refrigerators which are frequently the basis for their income generating activities. A different pattern of energy use for men and women has also been recorded. For example, in Europe, single men directly or indirectly use up to 22% more energy than single women.¹ In fact, women have been found to be more receptive than men to energy conservation efforts and more willing to change their daily behavior for energy saving purposes.²

Gender differences are also noted in the energy policy formulation, administration and implementation. In developed countries, the share of female employees in the energy industry is approximately 20%, with the majority working in non-technical fields such as administration and public relations.³ Worldwide, women account for only 12% of engineers, and occupy only 7% of ministerial posts related to environment, natural resources and energy,

EXAMPLES OF WORLDWIDE INITIATIVES TO PROMOTE GENDER EQUALITY AND WOMEN'S PARTICIPATION IN THE ENERGY SECTOR

Clean Energy Education & Empowerment (C3E) Initiative. A multi-country initiative to advance women's leadership in the clean energy field through symposia, ambassadorships and awards programs (<http://www.cleanenergyministerial.org/Our-Work/Initiatives/Women-in-Clean-Energy>)

The ECOWAS Program on Gender Mainstreaming in Energy Access (ECOW-GEN). The objective of this program is to contribute towards increased access to modern, affordable, and reliable energy services, energy security and environmental sustainability by tailoring national and regional policies, projects and programs to the energy needs of West Africa. (<http://www.ecreee.org/page/ecowas-program-gender-mainstreaming-energy-access-ecowgen>)

Electricity Human Resources Canada: Bridging the Gap. The project examines the issues and barriers around the recruitment and retention of women into the electricity industry. Along with the research portion, this project also sought to develop practical solutions for employers and other stakeholders to overcome these challenges. (<http://electricityhr.ca/our-work/projects-programmes/bridging-the-gap/>)

POWERful Women (PFW). This program seeks to advance the professional growth and leadership development of women across the UK's energy sector. (<http://www.powerfulwomen.org.uk/>)

¹ *Sustainable Energy for All: The Gender Dimensions, Guidance Note*, p 11

² *Id.*

³ *Id.*

and only 3% are in science and technology.⁴ In the UK, for example, women hold approximately 12.8% of jobs in the energy sector, and hold 12.5% positions of directors on energy company boards.⁵

The absence of women in decision-making positions in formal energy institutions means the lack of positive role women for girls and young women who are interested in science, technology, engineering or mathematics (STEM), i.e. type of expertise usually needed for the employment in the energy sector. Furthermore, low levels of women's participation in discussions at the energy policy level mean that potential solutions and decisions are likely to have an inadvertent male bias.⁶ In order to achieve a gender-sensitive energy policy, the following elements should be present: gender mainstreaming, women's participation, the recognition of women's role in energy provision and use, applying an integrated energy planning approach and the use of gender-disaggregated data.⁷

GENDER CONSIDERATIONS IN THE ENERGY SECTOR IN KOSOVO

It should be noted that the existing research data on gender issues in energy in Kosovo is very limited, therefore representing an untapped area of research activity for the government, donors and academic and research institutions. In general, however, inequalities are present in the energy sector as they are in other sectors, and are primarily the result of deeply entrenched patriarchal values and gender roles. An important point to make is that there is a noticeable gap between de jure and de facto equality in Kosovo. In other words, while the legal anti-discrimination and equality framework is robust, it is not successfully translated into everyday lives of ordinary citizens, therefore resulting in discrimination based on gender or ethnicity. Interestingly, many respondents (male and female) seem not to be able to bridge this gap and have the attitude of "if the law says we are all equal, then we are."

THE LEGAL FRAMEWORK

The legal framework in Kosovo is supportive of gender equality and promotes anti-discrimination. The Gender Equality law sets up the official machinery for gender mainstreaming at the national level, whose implementation is monitored by the Agency on Gender Equality (AGE). The law was recently amended and is currently awaiting adoption by the Parliament. In terms of promoting diversity in the public service, the Gender Equality law calls for the target of 40% of women in public institutions,⁸ while the Civil Service Law stipulates 10% of non-minority representation.⁹ The Law on Publicly Owned Enterprises (POE) requires POEs to establish fair recruitment procedures in order to ensure equal employment opportunities and adequate representation of non-majority communities, but does not set legally-binding quotas or positive obligations.¹⁰ AGE is tasked with providing reviews from a gender perspective on all national-level laws and policies. However, it is not uncommon that the Agency is often bypassed, as was the case with the Law on Energy. Current energy laws and policy are therefore gender-blind.¹¹

4 *Id.*

5 <https://www.gov.uk/government/news/fuelling-the-pipeline-of-female-talent-in-the-uks-energy-sector>

6 *Sustainable Energy for All*, p. 12

7 *Gender equality, women's rights and access to energy services: An inspiration paper in the run-up to Rio+20*, p. 18

8 "The implementation of legal and affirmative measures establish equal participation for both females and males in legislative, executive, judicial bodies of all levels and in public institutions, so that representation of both genders in these institutions highs its level of their representation in the general population of Kosovo. Equal gender participation of both females and males is achieved in cases where the participation of the particular genders in the institutions, bodies or at the level of authority is 40%" Para 3.1 – 3.2, Law on Gender Equality in Kosovo (2004/2)

9 *Assessment on the Employment of Members of Non-Majority Communities in the Kosovo Civil Service and Publicly Owned Enterprises*, p. 13

10 *Ibid.*, p. 14

11 Interview with AGE employees

EDUCATION AND EMPLOYMENT

As in most other countries, the boys are encouraged to show interest in STEM, while girls are encouraged to pursue careers which are more “appropriate for women” such as teaching or social work. This is reflected in the fact that at the University of Prishtina’s Technical faculty, approximately 30% of students are female.¹²

There are several internship and scholarship programs which link key energy institutions with university students. The University of Prishtina Technical Faculty’s students are placed at KEK, KOSTT and ERO for internships that last between 6 months and a year. In the most recent round, three out of 10 scholarship recipients at KOSTT were female.¹³ At KEK, women represented fifty-nine out of 280 internship recipients in 2013, 110 out of 322 internship recipients in 2014, and eighty-seven out of 329

internship recipients in 2015. During this period, KEK did not have any internship program requests from the minorities, although in 2015 KEK had one female minority intern (German).¹⁴

AUK’s Center for Energy and Natural Resources also places its students in energy institutions for internships. Finally, Kosovo Electricity Distribution and Supply Company (KEDS) is in charge of KEDS Academy, which provides additional academic and professional development to university, high school and vocational school students.¹⁵ In their second graduating class, KEDS academy had 15 students from the Technical Faculty (9 male and 6 female); 5 students from the Economic Faculty (3 male and 2 female), and 30 students from vocational schools (27 male and 3 female).¹⁶

The cultural factors which contribute to education paths along gender lines appear to play a key role in explaining the low levels of labor force participation, with visible professional segregation, low mobility, and assigned gender roles.¹⁷

Only 13% of working age women are employed, compared to 40% of working age men.¹⁸ Additionally, the unemployment is much higher for women than it is for men (38.8% compared to 26.9%).¹⁹ The youth are another category with very high unemployment rates. In 2013, Kosovar youth were almost twice as

“If we can show girls while they’re still at school that studying the subjects that will be useful in the energy industry will help them to a rewarding, secure and well-paid future, I think it will increase interest in the sector. At the moment, there simply isn’t enough information available, particularly to girls who come from families where it simply wouldn’t occur to them to think about energy as a career. I want our students to see role models and be exposed to opportunities beyond their immediate circles.”

**Head of Harris Academy,
Bermondsey, U.K.**

*From PWC, Igniting Change: Building the Pipeline of Female
Leaders in Energy*

¹² Interview with University of Prishtina Technical Faculty’s Vice-Dean

¹³ Interview with KOSTT female employees

¹⁴ E-mail correspondence with KEK

¹⁵ Unfortunately, we were unable to meet with KEDS over the course of the Gender Analysis. One of the recommendations is to meet with KEDS to discuss how the project can support more opportunities for professional development for students who are women or come from other marginalized populations.

¹⁶ <http://www.kedsacademy.com/>

¹⁷ *The Cost of Patriarchy: Excluding Women from the Workforce is the Main Bottleneck to Development*, p 8

¹⁸ Kosovo Agency of the Statistics, *Results of the Kosovo 2013 Labor Force Survey*, p.9

¹⁹ *Id.*

likely to be unemployed than the adult population, with more young women (68.4%) than young men (50.5%) being unemployed.²⁰

Professional segregation along gender lines is quite visible, with women primarily being employed in the education and health sectors (almost 40%) – which are generally lower paid, while men are in the manufacturing, trade and construction sectors (over 40%).²¹ In terms of sectors most closely related to energy, 1.5% of the male work force is engaged in the mining and quarrying sector, compared to 0.4% of women, while the category of “electricity, gas, steam and air conditioning supply” employs 2.0% of men and 0.7% women.²² It is clear, therefore, that the 30% of female students from the Technical faculty does not translate into 30% of women working in energy management and energy policy. Anecdotal evidence suggests that many female Technical faculty graduates will pursue a teaching career (at the high school level), since teaching schedule is perceived easier for them to carry the double burden of paid employment and unpaid household and child-rearing work. The lack of private energy-related companies is an issue for both men and women, and it is therefore not an option for employment.

The low number of employees in the energy sector– both male and female – is rather concerning, considering that this is an aging sector, with an average age of KEK’s workforce being 50 years of age.²³ Another reason for general low participation in the energy sector may be that the population does not necessarily understand what “energy sector” means and what kind of job opportunities may be available. As such, there is a need for the Government to inform the public about the possible careers in the sector, and start developing interest in the sector as early as elementary school.

GENDER EQUALITY AT KOSOVO ENERGY INSTITUTIONS

Based on the information presented above, it is not surprising that at the REPOWER-KOSOVO stakeholder partner institutions, (KEK, KOSTT, ERO and MED), the number of women (and minorities) both as an overall percentage of the workforce and in leadership positions is very low, as can be seen in the table²⁴ below:

Figure 1. Assessment of the Employment Breakdown (by Sex and Minorities) in Energy Institutions

Institution	Number of employees	% Female	% Minorities	Women in management positions ²⁵	Diversity of the Executive Board
KEK	4800	238 (5.07%)	1.6%	9 out of 90	1 minority representative/ 1 woman/ 6 members
KOSTT	358	48 (13.4%)	0.8%	2 out of 15/ High level 11 out of 15/ Middle level	6 members, no women or minorities
ERO	24	7 (29%)	0%	1	1 woman (currently 3 members)
MED	120	46 (38%)	2.1%	3-4	No board

²⁰ *Id.*

²¹ *Id.*

²² *Ibid.*, p. 14

²³ Interview with KEK employees

²⁴ Data was obtained during gender analysis interviews and from the *Assessment on the Employment of Members of Non-Majority Communities in the Kosovo Civil Service and Publicly Owned Enterprises*, cited elsewhere in this report.

²⁵ Management positions do not necessarily equal decision-making positions.

A 2013 report on minorities employed in the civil service and POEs found that POEs have the lowest rate of non-minority community representation at 2.2%, compared to independent agencies and municipalities, which have the highest average rate of non-majority community representation (8.9% and 8.8% respectively).²⁶ The minorities mostly occupy professional and administrative positions, and are generally underrepresented at the managerial level of public institutions. This is very much in line with the type of positions occupied by women.

The low participation of women in positions other than administrative, public relations and management at KEK and KOSTT has been explained by the fact that a larger concentration of jobs are mostly filled by men because they require field work, heavy work, such as operating heavy machinery, i.e. types of jobs that “women are not interested in.” For example, at KEK, the majority of jobs are in production, lignite generation (miners), and operation of mechanical equipment. According to KEK, “women don’t apply for positions with heavy machinery.”²⁷

GENDER MAINSTREAMING IN POLICIES AND CAPACITY DEVELOPMENT

In terms of organizational policies, REPOWER-KOSOVO POE (KEK and KOSTT) beneficiaries have an employee code of conduct, which contains information on sexual harassment (although according to the respondents, no cases have ever been filed). None of the beneficiaries interviewed have participated in any types of Gender Awareness training, which is one of the key tools for gender mainstreaming at the organizational level. The Kosovo Institute for Training is the Government’s provider of trainings, and will provide relevant trainings upon request. Some of the female respondents requested to participate in personal development training – team building skills, self-confidence skills, interpersonal relationships and even basic respect in the work environment.

In addition, KOSTT has a business plan in which increasing gender equality is one of the objectives. However, it is unclear how this is meant to happen, since no initiatives to recruit more women have taken place.²⁸ It was noted that only two women have been recruited at ERO since 2007, and only male staff members have received promotion.²⁹ In terms of recruitment of non-majority employees, the Ministry of Public Administration Regulation 04/2010 states that public institutions are required to apply a minimum of 6 out of 14 proposed active recruitment measures.³⁰

26 Office of the Prime Minister/Office of Community Affairs, *Assessment on the Employment of Members of Non-Majority Communities in the Kosovo Civil Service and Publicly Owned Enterprises*, May 2013, UNDP, p. 9

27 Interview with KEK employees

28 Interview with KOSTT female employees

29 Interview with ERO female employees

30 *Assessment on the Employment of Members of Non-Majority Communities in the Kosovo Civil Service and Publicly Owned Enterprises*, p. 14. These measures include: (1) Publish vacancies in all official languages in the press and on official websites; (2) Target communities directly by distributing job vacancy announcements where non-majority communities are concentrated; (3) Training scheme for non-majority applicants (i.e. in cooperation with regional offices for employment); (4) Make efforts to identify and solicit job applications from under-represented communities; (5) When presented with a choice between two candidates of equal merit, select the candidate from an under-represented community; (6) Internship scheme for under-represented communities; (7) Scholarship programs or financial awards for under-represented communities; (8) Vocational training programs, including language courses; (9) Training to support the promotion, career opportunities or skill-building for employees of under-represented communities, who lack specific expertise but who show potential (in cooperation with the Kosovo Institute of Public Administration (KIPA); (10) Mentoring program (individual or group) for lower-level employees (in co-operation with KIPA); (11) In-service on-the-job training scheme for non-majority communities; (12) Workshops on non-discrimination and how to report discrimination; (13) Joint recruitment strategies with organizations representing under-represented communities (in co-operation with the Ministry of Labor and Social Welfare - MLSW); and (14) Applicant pools of qualified persons from under-represented communities (in co-operation with MLSW).

The Ministry of Economic Development (MED), a ministry rather than a publicly owned enterprise (POE), faces its own obstacles in the promotion of equality. Recently, the Gender Equality Officer position (required by the Law on Gender Equality) was restructured into the Training and Gender Officer position. In other words, this individual now has two jobs but gets paid only for one. The Gender Equality Officer does not have the time to work on gender issues since her time is taken up by the training component. Additionally, this newly created position no longer reports directly to the Permanent secretary.³¹ This reorganization weakens the position and effectiveness of this position, and by extension, of the Agency for Gender Equality. Reportedly, this has been observed at other ministries as well.

Many of the women interviewed identified family/husband support as a key factor in their professional success. Another issue that was brought up frequently was related to maternity leave. Anecdotal evidence was shared about discrimination against female candidates during the recruitment process because they might have children in the future, even if their qualifications met or exceeded job requirements. Additionally, instances of women being fired and/or having their work contracts shortened after announcing their pregnancy in the workplace were reported as well.

GENDER AND ENERGY AT THE HOUSEHOLD LEVEL

There is no sex-disaggregated data about energy usage at the household level in Kosovo. Studies done in other countries have noted gender

ELEMENTS OF AN ENABLING FRAMEWORK FOR GENDER MAINSTREAMING IN AN ENERGY ORGANIZATION

- **Policy on gender mainstreaming:** An overarching policy on gender equality that is formally adopted by the Executive board or the management to guide gender mainstreaming in all activities.
- **Strategic plan.** Strategic Plan provides details of objectives, activities, budgets and outcomes to implement the Policy on Gender Mainstreaming
- **Gender focal point**
- **Capacity building of staff and stakeholders**
- **Engendering a project's logical framework and planning documents.** This will ensure that attention is paid to gender issues in processes of management, resource allocation and monitoring.
- **Engendered manuals and publications.** The needs and concerns of both women and men need should be reflected in publications, where relevant. It is also good to include pictures of both women and men in publications.
- **Gender sensitive monitoring and reporting.** Monitoring and reporting systems should collect data that is disaggregated by sex and collect specific information on the participation of, and effects on, men and women.
- **Enlisting partner organizations with gender expertise.**
- **Management support and incentives.** Targets for management support and staff performance, as well as incentives, are essential parts of the enabling framework to build gender capacity in an organization
- **Creating a gender balance within the organization at all levels.**
- **A gender-conscious workplace** - In general, human resources practices that are sensitive to the gender equity issues of both female and male staff are legal requirements for energy organizations.

From ENERGIA's *Institutionalizing Gender Mainstreaming Processes in Energy Organizations*

31 Interview with MED Gender Equality and Training Officer

differences in this area, as well as the differences between men- and women-headed households. Different sources put the number of women-headed households³² in Kosovo at between 8% and 14%.³³ Research does show, however, that within Kosovo households, women spend more time at home than men. Women in the 25-54 age group spend 10-20% of their time on work outside the household, and 80% of their time on household chores, compared to men spend 50-80% of their time on work outside the home and around 10-15% in the household.³⁴ Since Kosovo households overwhelmingly use biomass (wood) for cooking and heating, there may be higher instances of health problems related to indoor pollution affecting women and children at a higher rate. Additionally, power outages can shut down schools for long periods in the winter, which disproportionately affects women, given their caretaker status.³⁵ The power outages can also negatively impact women's microenterprises that many women run out of their homes, especially in rural areas.³⁶

Gender and energy at the household level is largely an unexplored area of research, which will need to be looked at more closely in the future. Promising research will be undertaken in the very near future by the American University of Kosovo (AUK)'s Center for Energy and Natural Resources. The Center plans to undertake a study on energy usage in low income areas of Kosovo. The study will collect sex-disaggregated data on energy-related decision-making and energy usage at the household level.³⁷

MINORITIES AND OTHER VULNERABLE POPULATIONS

Another research area that needs more attention is the nexus between energy and vulnerable population. The Government of Kosovo provides assistance to vulnerable customers (household customers whose low level of income, ill-health or disability qualifies him or her for protection or assistance according to rules set by the Energy Regulatory Office on the basis of qualifying rules established by the Ministry of Labor and Social Welfare).³⁸ Research on how tariff increases or changes in the social safety net may influence the wellbeing of vulnerable households is needed.

Throughout the analysis, we learned quite quickly of the complexity and sensitivity surrounding minority issues in Kosovo; and recognize the importance of accessibility and affordability for other vulnerable groups, such as minority populations, people with disabilities and youth. In Kosovo, the term 'minority' is one that is deemed extremely controversial. Minority groups in Kosovo have a long and fractured past, and are oftentimes discriminated against based on reasons of ethnicity, language, and religious affiliation. Minority communities in Kosovo are mainly comprised of Serbs (the largest minority population), Roma, Bosniaks, Turks, Gorani, Ashkalia, Egyptians, and Croats. Albanian and Serbian communities still remain extremely divided.³⁹ Minority communities in Kosovo, people with disabilities, women and youth all struggle with similar issues of discrimination and limited access to employment, basic services, and information. It has been

32 According to Kosovo Remittance Household Survey 2011 data, the majority of women household heads are married (57 percent); almost 30 percent are widows; 10 percent are not married; and 3 percent are divorced. Among married women headed households, 46 percent have a family member living abroad. Among that group, in 25 percent of cases the woman's husband is abroad. Thus most women heads of household are either widowed, have their husbands living abroad, or are not married, which indicates that a woman is considered a head of household mainly in cases when a man is not alive or at home.

33 Kosovo Human Development Report 2014: *Migration as a Force for Development*, p. 51

34 Kosovo Framework for Gender Equality: *An Analysis of Gender Differences at all Levels in Kosovo*, pp. 18-19

35 2012 Country Gender Assessment for USAID/Kosovo, p. 40

36 *Id.*

37 Interview with the Center for Energy and Natural Resources' Director

38 *Treatment of the vulnerable customers in the Energy Community*, p. 7

39 This divide is particularly apparent in areas where Albanians are still considered the minority in Serb-dominated regions, notably the three most northern municipalities near Mitrovica and the southern municipality of Shterpce.

reported that the Roma, Ashkali and Egyptian (RAE) communities live in some of the most difficult conditions in Kosovo, exacerbated by what a recent report from the Council of Europe calls a “negative trends towards nationalism”.⁴⁰ As part of this analysis and in line with the recommendations, the REPOWER team will ensure that targeted measures must be taken by the Government and key stakeholders to tackle discrimination and ensure that all groups have equitable access to public services and employment.

ANALYSIS OF RECOMMENDATIONS WITH USAID GENDER ASSESSMENT FOR KOSOVO

Over the course of this Gender Analysis, we drew heavily from the recently completed Gender Assessment for the USAID/Kosovo mission completed in 2012. Based on a thorough analysis of key gender-based constraints in the context of the project, the recommendations provided as a part of this report are in line with the four recommendations outlined in Figure 2. Below is a summary of how based on findings and recommendations outlined in this report correspond and uphold the recommendations outlined in the 2012 Gender Assessment.

- **Collect data on gender-related impacts.** As outlined in our analysis, the REPOWER team will work to the fullest extent to collect gender data and sex-disaggregated information across all of its indicators and to the maximum extent possible, in establishing baselines and tracking indicators for activities.
- **Build in mechanisms to take women’s views and opinions into account with respect to energy issues.** Through our efforts to improve women’s leadership within key energy institutions, the REPOWER team will provide targeted assistance to the importance of balanced representation in energy decision-making. Every effort will be supported to encourage equal opportunities in hiring women at the senior management levels of key institutions.
- **Highlight and seek to capitalize on ways that increased energy efficiency can improve women’s lives.** As part of our recommendations outlined in this report as well as our efforts to generate more analysis of the gendered impact of energy investments, the REPOWER team will conduct a baseline assessment of the limitations experienced due to energy inefficiencies using both qualitative and quantitative methods. Towards the end of the project, we will carry out a follow-up assessment with the same households to determine how the increased energy efficiencies as a part of this project help improve women’s lives.
- **Seek to narrow the large gap between the numbers of males and females who are employed in the energy sector.** By cooperating with universities such as the University of Pristina (UoP), targeted efforts will be made to encourage more women to pursue degrees in energy-related fields. The

Figure 2. Recommendations Included in USAID/Kosovo Gender Assessment (2012) related to Energy Sector

- Collect data on gender-related impacts of energy insufficiencies and environmental degradation, as well as on patterns of energy usage. In so doing, collaborate with women’s CSOs.
- Build in mechanisms to take women’s views and opinions into account when making major decisions about energy issues.
- Highlight and seek to capitalize on ways that increased energy efficiency can improve women’s lives.
- Seek to narrow the large gap between the numbers of males and females who are employed in the energy sector by training disproportionately large numbers of women to carry out jobs in this sector where possible.

40 Council of Europe, ‘Advisory Committee on the Framework Convention for the Protection of National Minorities’, September 2013, http://www.coe.int/t/dghl/monitoring/minorities/3_FCNMdocs/PDF_3rd_OP_Kosovo_en.pdf

REPOWER team will also be sure to encourage female students to apply to internship programs with these institutions, and seek to address, when possible, constraints experienced by female students in participating in internship programs (i.e. transportation/food stipends, etc.)

RECOMMENDATIONS

Mainstreaming gender is not only about adding a female component into an existing process or activity, and it goes beyond increasing women's participation. Rather, mainstreaming gender means bringing the experience, knowledge, and interests of women and men to bear on programmatic objectives and anticipated results. Effectively, gender must be a lens through which programming is considered – from design to implementation to evaluation. Given the objectives of REPOWER, it is critical that the decision-making processes related to energy efficiency be truly responsive to both men and women. It is also extremely important that activities be designed in collaboration with stakeholders in a participatory manner to be responsive to men and women's unique needs; as well as the needs of other vulnerable populations.

Over the next four and a half years, REPOWER-KOSOVO can play a meaningful role in efforts in reducing gender gaps in the energy sector and promote more balanced support for the advancement of women in the energy sector. The Gender Action Plan (included in Annex 4) contains some of the recommendations for Year 1 of the project. The Gender Action Plan is a living document, and will need to be updated on an annual basis to reflect any changes or modifications to the work plan. Detailed progress against the Gender Action Plan will need to be reported on both a quarterly and annual basis. Finally, it is strongly recommended that each subsequent work plan have a Gender Section that includes a narrative summarizing key initiatives that will be accomplished in the forthcoming year, while also highlighting what was accomplished in the year or years prior.

MENTORING AND LEADERSHIP INITIATIVES TO ENSURE SUSTAINABILITY

- **Provide an opportunity to KEK, KOSTT, MED and ERO's female workforce to connect with mentors around the world through REPOWER-KOSOVO via AECOM's mCircle program, which is AECOM's global mentorship program.** In Kosovo, women are far under-represented professionally in the energy sector. In part, the low representation can be attributed to the low numbers of women graduating in technical fields that would enable them to pursue careers in the energy sector. AECOM will work to identify female leaders in the energy sector in Kosovo to participate in panel discussions to female students to encourage them to pursue their study in technical fields. The mCircle program is designed to advance gender diversity at AECOM through group mentoring, skill development, and career self-management.

Through their Global Women's Council, AECOM has tested principles for encouraging mentoring and leadership worldwide through the development of Mentoring Circles (mCircles). mCircles have worked to advance gender diversity through mentoring, networking, skills development, and career management. The mCircle framework provides a forum in which mentees can seek and receive constructive advice to support their career growth from other mentors. Through collaboration and shared insight, this framework could be used to link women currently employed in the energy sector to be linked with mentors to provide an opportunity for professional development and growth. The implementation of AECOM's mCircle Program, REPOWER can help facilitate networking and mentoring opportunities across women working in institutions such as KEK, KOSTT, and ERO. The

purpose of this program ultimately promotes skills development, career self-management, and networking. If managed correctly and sustainably, this platform can last beyond the project's implementation period and serve as a network or association of female professionals in the energy sector, in which many respondents expressed an interest.

- **Establishing awards recognizing the accomplishments of women in the sector.** To expand women's involvement in the energy sector, AECOM proposes establishing an annual Award for Excellence to highlight outstanding service and commitment by women. The award will recognize women who in their official capacity have demonstrated an outstanding level of leadership, commitment, and service, and have distinguished themselves by making exemplary and tangible contributions. While the project will assist with identifying and selecting awardees, we will explore with KREA and other relevant industry groups their interest in serving as the official organization that confers the award.
- **Participate in Career Days at local schools to teach the students about careers in the energy sector.** This will be particularly effective if Fillanza Hoxha, REPOWER-KOSOVO's Institutional Support specialist, who spent working many years in the energy sector, shares her experience and serves as a role model to girls who otherwise may have not considered this career path. The overarching goal would be to help rebuild the perception of women working in the energy sector, reduce stigma, and help showcase positive examples of women who have made careers in energy.
- **Cooperate with the University of Prishtina's Technical Faculty and AUK's Center for Energy and Natural Resources in provision of opportunities to their students.** The goal is to achieve 50-50 gender balance in any groups of students engaged through the project. Minority students should also be included.

RESEARCH, ANALYSIS, AND WORKING GROUPS

- **Ensure that REPOWER-KOSOVO studies, research, and written deliverables have been presented and/or reviewed from a gender lens as appropriate.** Examples include the tariff affordability assessment, organizational capacity assessments, as well as all relevant laws and policies. REPOWER will also apply a gender scan to KEK to develop recommendations to improve gender equity in management and operations."
- **Collect sex-disaggregated data whenever possible to identify project impact on both male and female beneficiaries.** As a part of the REPOWER's M&E Plan, all indicators will be sex-disaggregated where possible. Additionally, a gender component will be reported against each activity, where possible, as further outlined in the Gender Action Plan.
- **Strive for gender balance in all working groups (for example, working group on affordability), trainings, public consultations, etc.** It should be noted, however, that it will not always be possible to reach gender balance due to low numbers of women employed in the sector.
- **Identify and engage gender champions.** These individuals can be either male or female, and they need to be identified within key partner institutions to work alongside the project in implementing gender-specific initiatives; but also to sustain these efforts after project implementation. Their role is to work alongside the project to champion these initiatives from within.

INCLUSIVE STAKEHOLDER ENGAGEMENT

- **Increasing Access to Employment Opportunities by Marginalized Groups in the Energy Sector.** REPOWER will work with key institutions to contribute to a critical mass of men and women from minority communities and other marginalized groups to influence more gender balance and representation from minority communities in energy institutions through supporting professional development opportunities and scholarship options for higher education. The KERP program will work with energy institutions in Kosovo to implement policies to recruit female professional staff; as well as staff from marginalized groups. Support will be dedicated to supporting career development and promotion of women professionals using training programs.
- **Engaging Youth Constructively in Dialogue.** Over the course of the implementation of this project, we will help to establish a new stakeholder platform for sharing information on policy reform. At an initial forum, REPOWER will facilitate dialogue among stakeholders, including representatives for women, minorities, youth and other vulnerable groups, on the draft white paper and then gain feedback on the proposed recommendations. While youth face enormous challenges, particularly with regard to employment and livelihoods, they also represent an important population for the future – as innovators, entrepreneurs, and professionals. In line with the USAID Youth Policy, REPOWER will engage with young men and women through youth roundtables, by consulting youth on their perspectives on employment and energy accessibility. Youth are better served by local and national institutions when they see more robust and youth-friendly policies. In universities and secondary schools, REPOWER will also facilitate implementation of mentorship programs for young men and women, particularly from minority communities and other marginalized groups to engage women and minority communities to identify professional role models; as well as organizing support networks within relevant institutions.

GENDER MAINSTREAMING OPTIONS FOR THE ENERGY SECTOR

Energy sector institutions play a crucial role in the mainstreaming of gender considerations issues. The following options may help to promote gender equality in the energy sector. Some of these recommendations are listed below. REPOWER will work closely with stakeholder partners to ensure maximum effort is dedicated to these initiatives, and is well-positioned to dedicate resources from the AECOM Gender Adviser to support these initiatives as part of our programming. These recommendations are not included in our Gender Action Plan, but will serve as a part of our White Paper that will be developed for consideration by our stakeholder partners:

- **Organize public awareness campaigns to inform the public about different employment opportunities available in the energy sector.** Use visual images to break down gender stereotypes (for example, use a photo of a woman working with power lines, which is a job usually associated with men).
- **Organize public awareness campaigns to inform the public about energy saving techniques, different types of tariffs and alternative sources of energy.** Use television and radio to reach rural areas and illiterate individuals, the majority of whom are women.
- **Provide trainings on gender-responsive budgeting among energy sector institutions.** Gender-responsive budgeting is a budget that acknowledges the gender patterns in society and allocates money to implement policies and programs that will change these patterns in a way that moves towards a more equal society. Training in gender-responsive budgeting can be provided to key partners of REPOWER, if interest is confirmed.

- **Increase women’s and minorities’ educational opportunities and professional development in STEM fields.** This may be achieved through scholarships for university and vocational education. Introducing job opportunities to female primary and secondary school students and organizing career days with women from the energy sectors included as speakers can also encourage young women to enter the sector.
- **Build capacity of both women and men to engage with gender issues in energy solutions.** This involves training of both female and male energy practitioners, researchers and policymakers on gender issues in the sector.
- **Support women and minority roles as energy managers and their empowerment to become energy entrepreneurs.** This involves training women on technical aspects of sustainable energy technologies as well as building their entrepreneurial skills and access to capital and markets in the energy sector. Clearly communicating the benefits of sustainable energy for productive uses, and the potential implications for income generation, will also be important to encourage entrepreneurship.
- **Support generation, collection and use of quantitative and qualitative sex-disaggregated data on energy use, energy sector employment and impacts of energy development.** This could serve as a baseline for evaluation purposes, and be instrumental in defining gender-sensitive targets and indicators. It will also facilitate understanding of gender and energy linkages.
- **Collect relevant sex-disaggregated data to help energy projects identify how women can be instrumental in making energy projects more effective.** This involves gathering data about the gender division of labor and women’s access to and control over resources and benefits related to energy.
- **Support the design and implementation of regulatory processes** that enhance access to energy to unreached areas and groups whose needs are to sufficiently met (focus on gender concerns related to accessibility and affordability).

REPORTING AND MONITORING AND EVALUATION EFFORTS

Gender mainstreaming is a cross-cutting element of the REPOWER Project and serves as a critical focal point for project implementation. Under all project components, gender needs to be holistically integrated to address the different needs and opportunities of men and women, boys and girls; as well as other vulnerable populations. Furthermore, in an effort to demonstrate impact in energy efficiencies that translate to changes in women’s lives; as well as influence in encouraging more women to work in the energy sector, it is important to understand the different roles of men and women and to target action appropriately and report accordingly on those efforts.

In line with USAID’s Gender Policy, “Gender analysis can help guide long term planning and ensure desired results are achieved. However, gender is not a separate topic to be analyzed and reported on in isolation.” Given that gender is a cross-cutting element and that all project activities need to be implemented in a manner that promotes fair and equitable inclusion, our goal is to show how we are doing this through project deliverables, such as Quarterly Reports, successful initiatives, best practices, and examples of how the project has integrated gender considerations into project activities need to be highlighted thoughtfully in our reporting. However, the REPOWER team will include a gender-specific indicator as part of its PMP and ensure to report on gender-related components as they correspond to the Gender Action Plan.

Whether it is a separate success story, a Gender Snapshot for the Mission, or reporting in our quarterly reports, the REPOWER team will make a conscious effort to bear in mind that the activities to address the needs and concerns of both men and women speak to the following goals and objectives:

- Provide equitable opportunities to women and men to address and voice interests, concerns, and needs of women;
- Incorporate how activities address men and women, boys and girls differently and encourage discussion about how to respond to their different needs
- Support female representation and participation in decision-making that affects them
- Support the diversity of female leaders and facilitate opportunities for demonstrated leadership

CONCLUSIONS

Through the course of this Gender Assessment, we recognize that men and women have different needs when it comes to accessing affordable, sustainable, clean energy. The traditional approach to energy in development policy and planning has assumed gender neutrality; assuming that a good energy policy or project will benefit both men and women equally. Despite the fact that both male and female members of society are equal stakeholders in benefiting from energy use, the reality remains that women and men do not benefit equally from access to energy. The same energy service may impact men and women differently, with different social or economic outcomes. It is not only the gender division of labor which creates different energy needs, but there are also different perceptions of the benefits of energy and the capacities to access those benefits based on gender. The consequences of gender-blind policies are that they tend to exclude women, and in turn, do not change gender relations.

Ensuring that gender equality concerns are an integral part of energy sector policy dialogue is crucial for the promotion of social justice in Kosovo. While REPOWER-KOSOVO project's scope of work is fairly narrow, it has the ability to start removing barriers to women's meaningful participation and representation in the energy sector. Systematic gender discrimination is a challenge in energy sectors around the world; however, KEK, KOSTT, ERO and MED have the opportunity to influence attitudes and behavior, which should not be dismissed. In addition, considering the large gap in research on the topic of gender and energy, REPOWER-KOSOVO has an opportunity to promote further USAID's gender equality efforts in the energy sector.

ANNEX I: SCHEDULE OF INTERVIEWS

Name	Institution	Position	Sex
1. Aida Llojuni	MED	Internal Auditor	F
2. Fahrije Qoraj	MED	Training and Gender Equality Officer	F
3. Resmije Ahma	KOSTT	Manager for Legal and regulatory	F
4. Safete Orana	KOSTT	Manager for Training and Development	F
5. Zana Bajrami Rama	KOSTT	Manager for Communications	F
6. Anjeta Zeqiraj	KEK	Senior Cabinet Officer	F
7. Fadil Sejdiu	KEK	HR Division Manager	M
8. Besnik Haziri	KEK	Coordinator for REPOWER-KOSOVO	M
9. Ardiana Bokshi	ERO	Head of Administrative Department	F
10. Drita Desku	ERO	Tariff Department	F
11. Adelina Myrtezai	ERO	Communication Officer	F
12. Sofie Kika	Triangle GC, Inc. <i>Development and operations of Small HPP</i>	Executive Manager	F
13. Vjollca Komoni	Prishtina University Technical faculty	Vice Dean	F
14. Edi Gusia	Prime Minister Office Agency for Gender Equality	Acting Executive Director	F
15. Shpresa Zariqi	Prime Minister Office Agency for Gender Equality	High officer in AGE	F
16. Linda Shala	Techno Market (private company)	Owner and General Manager	F
17. Alicia English	AUK Center for Energy and Natural Resources	Director	F
18. Flora Macula	UN Women	Head of Office	F

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ANNEX 3: REPOWER-KOSOVO GENDER ACTION PLAN YEAR I

Component I: Develop Enabling Legislative and Policy Environment for Clean Energy Projects							
Objective	Task	Sub-tasks	Gender Integration actions/activities	Expected Outcome	Responsible ⁴¹ Party	Timing	Means of Verification
Objective I: Promoting Clean Energy	I.1: Develop policies and legislative changes for simplified application for licensing	I.1.1 Reviewing the current power sector legislative Package composed of the relevant energy laws and renewable energy legislation	Review relevant energy laws from a gender perspective	All reviewed laws are gender-sensitive.	STTA gender specialist	Q1-cont	Gender lens applied to comments and recommendations on energy laws and bylaws provided to the MED working group.
		I.1.2 Draft a simplified authorization procedure for micro RES producers	Review procedure from a gender perspective.	The authorization procedure is gender-sensitive.	STTA gender specialist	Q2- cont	Draft responses on stakeholder Comments inclusive of gender considerations provided to ERO.
		I.1.3 Provide support to ERO on the public consultation process	Encourage ERO to solicit feedback from diverse stakeholders, including women and ethnic minorities.	The process is inclusive of women, minorities, and civil society representatives.	STTA gender specialist	Q3, Q4	Draft procedure inclusive of gender considerations provided to ERO.

⁴¹ The responsible party listed in the GAP is international or local gender specialist in conjunction with the person/s responsible for the sub-task as per the work plan.

Component 2: Assist the ERO with Planning, Preparing and Prioritizing Clean Energy Projects							
Objective	Task	Sub-tasks	Gender Integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
Objective 1: Promoting Clean Energy	2.1: Assist with the analysis developed for key strategies (to improve ERO regulatory processes)	2.1.3. Detailed cost of service study at each voltage level	Assess the level of energy poverty and affordability across different customer groups based on gender, ethnic group, age and disability.	Energy affordability assessed	STTA gender specialist	Q1 – cont	Study developed and provided to ERO.
	2.5: Strengthen organizational capacity of ERO (according to the Organizational Capacity Assessment tool) to ensure more reliable and affordable energy security of supply	2.5.1: Conduct Organizational Capacity Assessment	Develop and utilize gender component for the organizational capacity assessment.	Organizational capacity assessment is undertaken from a gender lens.	STTA gender specialist	Q2	Gender considerations included in the report provided to ERO Board
		2.5.2: Provide technical assistance and training on tariffs and other issues	-If appropriate Include information about how tariffs affect vulnerable populations -Strive for gender balance in trainings -Aim for gender balance in requisition of technical experts (if the experts are consultants rather than existing project staff)	- Tariff considerations include Gender and social considerations -Aim for 50-50 balance in training participation. -Encourage female experts to participate as trainers	STTA gender specialist	Q1-cont	-Report provided to ERO and workshop organized. -Gender balance considered in trainee participation. -Gender balance achieved in provision of training.

Component 2: Assist the ERO with Planning, Preparing and Prioritizing Clean Energy Projects							
Objective	Task	Sub-tasks	Gender Integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
	2.6: Ensure all solutions are compatible with EU second and, if possible, third energy packages	2.6.1: Assist to ensure that EU compliance is followed throughout the process	n/a			Q1-cont	Comments provided to the MED WG
		2.6.2: Assist with the transposition of the Third legislative package into Kosovo legislation	n/a			Q1-cont	Comments provided to the MED WG

Component 3: Support to Kosovo and Albania's Common Electricity Market							
Objective	Task	Sub-tasks	Gender integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
Objective 1: Promoting Clean Energy	3.1: Assist with development of MOUs with will formalize coupling between Kosovo and Albania	3.1.1: Facilitating dialogue between the two countries	Encourage participation of women in the dialogue.	Women are active participants in energy dialogues.	STTA gender specialist	Q2 – cont	Meetings/Correspondence facilitated and report provided to MED, ERO and KOSTT
		3.1.2: Provide assistance in MOU implementation	n/a			Q2 – cont	Comments and draft reports provided to MED, ERO and KOSTT
	3.2: Identify any technical, policy or legal issues affecting compatibility and actions needed to be taken	3.2.1: Conducting studies to identify technical, policy and legal related issues	Ensure that all studies consider gender and social inclusion implications.	Studies developed with gender implications taken into account.	STTA gender specialist	Q4-cont	Studies developed and provided to KOSTT and ERO
	3.4: Work with regulatory issues on market coupling	3.4.1: Coordinating meetings organized between CAO, regulatory advisors and ENTSO-E advisors	Encourage women's participation in all meetings.	Women participated in the meetings and contributed opinions.	STTA gender specialist	Q2-cont	Report on preparatory activities provided

Component 3: Support to Kosovo and Albania's Common Electricity Market							
Objective	Task	Sub-tasks	Gender integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
	3.5: Develop training where needed for Kosovo stakeholders and, if possible, Albanian counterparts	3.5.2: Assist the implementation of Kosovo-Serbia energy agreement	Encourage women's and ethnic minorities' participation during this process.	Women and minorities participated in the process.	STTA gender specialist	Q2-cont	Comments provided to MED, ERO and KOSTT

Component 4: Support the Continued Unbundling of the Energy Sector							
Objective	Task	Sub-tasks	Gender integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
Objective 2: Improve enabling environment for private investment in the energy sector	4.1: Institutional assessment of the Kosovo Energy Corporation (KEK) and improved systems and human capacity	4.1.1: Identifying HR-related issues in anticipation of unbundling	Include gender component in the institutional assessment.	Institutional assessment is inclusive of gender and social inclusion considerations.	STTA gender specialist	Q2 – cont	Report provided to KEK and ERO
		4.1.3: Developing separate financial and regulatory accounts			STTA gender specialist	Q3, Q4	Report provided to KEK and ERO
	4.2: Technical assistance and training on sector unbundling	4.2.1: Providing training to GoK, MED, ERO and KEK on sector unbundling	Ensure women's participation in trainings. If the numbers of women are low, identify and report reasons for this.	Women participated in the training.	STTA gender specialist	Q3 – cont	Training organized
	4.3: Monitor the process of negotiations with Serbia in regard to the energy agreement	4.3.1: Monitoring the process of negotiations with Serbia in regard to the energy agreement	n/a			Q2 – cont	Comments provided to ERO and MED

Component 4: Support the Continued Unbundling of the Energy Sector							
Objective	Task	Sub-tasks	Gender integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
		4.3.2: Assisting the potential new supply company to comply with the Kosovo laws and regulations	n/a			Q2 – cont	Comments or Recommendations provided to MED and ERO

Component 5: Develop a Financing Strategy for the Rehabilitation of Kosovo B							
Objective	Task	Sub-tasks	Gender integration actions/activities	Expected Outcome	Responsible Party	Timing	Means of Verification
Objective 2: Improve enabling environment for private investment in the energy sector	5.1: Support the MED to design and implement a market survey using their knowledge of the sector and contacts	5.1.1: Work with MED to develop a market survey and identify investors	Review the market survey from a gender perspective.	Gender perspective included in the market survey.	STTA gender specialist	Q2	Comments and/or Recommendations provided to MED and ERO
		5.1.2: Provide possible PPP models to MED	n/a			Q3	Draft model proposal provided to MED and ERO
		5.1.3: Provide Technical Assistance to MED to develop a strategy	Ensure Technical Specialist applicant review includes both men and women.		TA	Q4	Report provided to MED and ERO
	5.3: Assist the MED to tender, identify, select and monitor Transaction Advisors	5.3.1: Assist the MED with identifying, procuring and engaging competent transaction advisors	Ensure that search and considerations of TA is gender balanced	Transaction advisor hiring process includes gender considerations	STTA gender specialist	Q4	Report provided to MED
		5.3.2: Continue to support MED with independent technical assistance	Encourage women and minorities to apply	Technical Specialist hiring process includes gender considerations			Comments provided to MED
		5.6.2: Establish a PIU	Encourage both male and female members to apply for employment at PIU.	PIU staff hiring process includes gender considerations	STTA gender specialist	Q3-Q4	Recommendation for PIU SOW provided to MED

Cross-Cutting Component: Gender				
Gender Activity	Expected Outcome	Responsible Party	Timing	Means of Verification
Provide beneficiaries with information on mCircle program through active engagement.	KOSTT, KEK, ERO and MED female employees have information	STTA gender specialist	Q3, Q4	Signatures verifying mCircle data was provided
Identify and place students from AUK and UP in appropriate internships.	Young men and women able to contribute to the energy sector. Encourage women and minorities to apply. Ensure that at least 50% of applications reviewed and hired are women and/or minorities.	STTA gender specialist	Q3, Q4	50% male and 50% female students were provided assistance.
Identify and engage gender “champions” at KEK, KOSTT, ERO and MED.	More awareness about gender equality raised within energy institutions.	STTA gender specialist (local or expat)	Q3, Q4	Champions identified and engaged.
Participate in career day at local schools to teach the students about careers in the energy sector.	More girls interested in STEM careers.	Institutional Support Specialist	Q2, Q3, Q4	Career day participation confirmed; feedback received from students (disaggregated by sex)

ANNEX 4: TRAINING FOR REPOWER-KOSOVO STAFF

A Gender Training was conducted for REPOWER staff on April 3, 2015, conducted by the Gender Specialist, Danka Rasic. Topics included were the AECOM Gender Mandate and Gender Integration Framework, the importance of gender considerations in the energy sector, why integrating gender is both a contractual requirement and responsive to the needs of the efficiency and evolution of the energy sector. The training also provided a platform for debate/discussion about gender perspectives in Kosovo; as well as an opportunity for REPOWER staff to ask questions about recommendations put forward as part of the Gender Analysis.



REPOWER-KOSOVO

AECOM Gender Framework Training

April 3, 2015

Agenda

- AECOM's gender commitment
- USAID's gender commitment
- Gender and Energy
- Approaches to gender integration in the project cycle
- REPOWER-KOSOVO preliminary recommendations for gender activities

AECOM Values

- Promoting gender equality and social inclusion is critical in achieving effective and sustainable development outcomes.
- Gender equality is part of AECOM's vision to empower people – both men and women – to succeed in the global economy.
- Understanding the role and impact of gender in our projects demonstrates responsiveness to our clients and maximizes impact more equitably to both men and women.

AECOM Gender Framework

- AECOM's Gender Framework establishes a foundation of methodologies and approaches that enable our programs to address gender-related norms, practices, and inequalities in the planning, implementation, monitoring and evaluation (M&E) phases.
- Gender integration directly enhances the impact of AECOM's work by challenging gender-based inequalities that pose barriers to development progress.

Pillars of AECOM's Gender Framework

- **Technical Guidance** - Provide guidance on integrating gender, including gender analysis, into the entire project cycle to produce gender-aware and transformative projects
- **Commitment** - Foster commitment to gender integration at all levels of the organization and translate this commitment into practice
- **Understanding** - Build a common understanding of the fundamental role that gender plays in hindering or fostering development progress in all of AECOM's technical domains
- **Leadership** - Position AECOM as a technical leader for our clients, like USAID, in advancing gender equality and empowerment through our programs worldwide

USAID's Commitment to Gender Equality

- Gender considerations are explicit in all USAID projects, in line with Automated Directives System (ADS) Chapter 205
- In 2012, USAID released their Gender Equality and Female Empowerment Policy, which seeks to reduce gender disparities in access to, control over and benefit from resources and services
- USAID/Kosovo 2014-2018 Country Development Cooperation Strategy
- Gender is a cross-cutting theme of overarching project goals and objectives. It is an integral component that needs to be holistically addressed by all project staff

USAID Gender Equality and Female Empowerment Policy

- Building on the Agency's decades of experience, the new policy provides guidance on pursuing more effective, evidence-based investments in gender equality and female empowerment and incorporating these efforts into our core development programming.

GOAL

The goal of this policy is to improve the lives of citizens around the world by advancing equality between women and men, and empowering women and girls to participate fully in and benefit from the development of their societies.

OUTCOMES

In order to achieve this goal, USAID investments are aimed at three overarching outcomes:

- Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services - economic, social, political, and cultural;
- Reduce gender-based violence and mitigate its harmful effects on individuals; and
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.

GENDER AND ENERGY

What is Gender?

- Gender is a concept that refers to socially constructed roles, behavior, activities and attributes that a particular society considers appropriate and ascribes to men and women. (different than sex – which refers to biological characteristics)
- These distinct roles and the relations between them may give rise to gender inequalities where one group is systematically favored and holds advantages over another.

Gender Mainstreaming vs. Gender Integration

- **Mainstreaming** a gender perspective is the process of assessing the implications for women and men of any planned action. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in all areas and levels of organizations, policies and programs so that women and men benefit equally and inequality is not perpetuated.
- **Integrating** a gender perspective means identifying, and then addressing, gender inequalities during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between men and women affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.

Attitudes, Values and Roles of Men and Women in Kosovo

- Gender values, norms, and stereotypes reinforce roles traditionally prescribed for each gender that exist in each society, but they can change over time and across cultures.

Discussion:

- What types of roles do men and women play in the energy sector in Kosovo?
- How do gender roles differ in 1) energy use, 2) energy provision and 3) energy policy making?

Gender in Energy Projects

1. ENERGY POLICY – ENERGY SECTOR REFORM

Gender Issues:

- Employment opportunities and labor markets are gender-segmented, due to low levels of education, skills, access to resources and control over assets, legal status and property rights
- Consultation work to support governments and utilities generally uses gender-neutral terms, such as "households," which "hide" impact and social outcomes
- Connections with poverty reduction and national gender strategies
- Need for specific knowledge products to decrease gaps in areas of the energy practice that are not necessary considered as prone to mainstream gender (e.g., impact of power shortages on women)
- Women's voice often missing from policy dialogue

Gender Integration Opportunities:

- Set gender quotas to increase women's employment and participation in decisions making activities
- Address gender issues in national energy policy; and support the inclusion of energy components in the national gender policy
- Training, grants, small business development, loans for electrical connection and renewable energy/energy efficiency equipment, compensation for displacement or loss of livelihood
- Personnel strategies including hiring, promotion and access to training could include measures to increase women's contribution to policy making and to ensure women's access to opportunities in non-traditional fields

Gender in Energy Projects

2. TARIFFS AND PRICING

Gender Issues:

- Need to evaluate the impact on vulnerable sectors/groups due to change of tariffs or introduction of reforms
- Lifeline tariffs and/or specific tariffs for different areas may impact access for different groups in the population, particularly since women are over-represented amongst the chronically poor
- Need to understand the dynamic of access to and control over intra-household energy budgets to propose business models that can help reduce poverty

Gender Integration Opportunities:

- Financing mechanisms to enable the poor to pay connection fees or adoption of efficient appliances
- Pay as you go models and smart meters progressive tariffs can be linked to poor households that are selected using gender analysis
- Waive import duties for renewable energy products to remove barriers for women and men to access new technologies
- Explore alternative methods for payment (e.g., cash/in-kind, remote payment for husband/relatives living in the cities)
- Special tariffs for social services, such as health clinics, etc.
- Use women's groups as way to collect household fees, reduce fraud and/or ensure maintenance of equipment

Gender in Energy Projects

3. ACCESS TO ELECTRICITY

Gender Issues:

- Female-headed households may represent a majority of poor households with inadequate resources to pay for initial connection costs and the purchase of appliances that can be used for income generation
- Electricity can increase economic opportunities by lengthening opening times for activities and businesses in which women are involved
- Powering social services, such as clinics and public lighting to improve maternal health, and safety allowing women to participate in activities outside the home after dark
- Understanding intra-household decisions-making can lead to more effective ways of stimulating demand for appliance use
- Availability and reliability of electricity can affect women and men differently—black outs when preparing a meal; or doing domestic chores, child care

Gender Integration Opportunities:

- Raising women's awareness of rights, entitlements and opportunities
- Encourage establishment of decentralized energy service companies with consideration of energy service needs of women and men
- Targeted financing mechanisms for poor households and energy services provision; removing women's barriers to credit
- Targeted consultation with women groups, and women head of households during the roll out of local grids

Gender in Energy Projects

4. HOUSEHOLD ENERGY – COOKING AND HEATING

Gender Issues:

- Health/safety issues associated with indoor air pollution from traditional cooking methods
- Women and men have different decision-making roles/purchasing powers which affects the ability to choose and purchase improved cooking technologies
- Women's ability to attend trainings/ cooking demonstrations for improved stoves due to childcare, long distances, and domestic responsibilities
- Lack of access to finance or other constraints (such as social norms, etc.) may make it difficult for women to participate in non-traditional income-generating activities

Gender Integration Opportunities:

- Inclusive community participation and consultations with women's groups
- Target women and men separately, possibly using different approaches, in consumer campaigns and user feedback for improved cook stove markets
- Energy efficient stoves designed in consultation with women and women's groups
- Raising men's awareness of the multiple benefits of energy efficient stoves

GENERAL APPROACHES TO GENDER INTEGRATION

Common Questions

- How is gender mainstreaming/integration relevant to the work that our program is doing?
- And, even if we understand its relevance, how are we supposed to implement it?

Overarching Principles for Integrating Gender into Energy Programs

- Gender should be mainstreamed into the overall goals, objectives, outcomes and results
- Energy initiatives should be informed by national and regional gender equality policies and strategies, as well as gender issues identified for the relevant sector
- Gender roles, gender divisions of labor and gender differentiated resource uses are critical concerns in the identification of energy impacts on men and women
- Women and men should have equal opportunities to be involved in the design of project activities

Steps for Integrating Gender into Program Design

Program design provides an opportunity to address gender through the objectives, goals, and activities of the programs. Program design should take into account the findings of the gender analysis.

- Identify gender-specific barriers to or opportunities for achieving the objectives.
- Within project objectives, articulate or strengthen synergy between gender and development goals.
- Identify specific strategies and approaches to address harmful norms, behaviors and structures that promote equitable participation of women and men in programs.

Steps for Integrating Gender into Program Implementation

- Maintain gender focus throughout the project – i.e. gender analysis is not the end but rather the beginning of gender activities
- Ensure continuous input of both male and female project staff, beneficiaries and stakeholders
- Continue to strengthen and build partnerships and relationships with organizations and entities that can be beneficial to the project's overall mission to promote gender equality
- Take gender considerations into account in project HR policies

Steps for Integrating Gender into Program M&E

- Use gender-sensitive indicators to document gender disparities and monitor their changes throughout the life of the project
- Ensure that gender-sensitive indicators are in line with project goals and objectives
- Whenever possible, disaggregate data beyond sex – include age, income, ethnicity and other relevant factors that may affect project's impact

Examples of General Measures that Can Be Taken to Integrate Gender

- Engaging communities in discussions or forums on issues related to gender inequality and its consequences for women, men, boys, and girls.
- Encouraging women's meaningful participation and leadership in activities supported by the project.
- Supporting 'gender champions' so that they can better advocate for equitable access to services for women and men in the community.



KEY RECOMMENDATIONS FOR INTEGRATING GENDER INTO REPOWER-KOSOVO

REPOWER-KOSOVO Project

Objective 1: Promoting Clean Energy

- Developing an enabling legislative and policy environment for clean energy projects (*Component 1*)
- Assisting the Energy Regulatory Office with planning, preparing and prioritizing clean energy projects (*Component 2*)
- Supporting the establishment of a common electricity market between Kosovo and Albania (*Component 3*)

Objective 2: Improved enabling environment for private investment in the energy sector

- Supporting the continued unbundling of the energy sector (*Component 4*)
- Developing a financing strategy for the rehabilitation of Kosovo (*Component 5*)

REPOWER-KOSOVO Project Gender-sensitive Outputs and Results

Outputs:

- Development of a woman's award

Results:

- More women in energy sector in management positions
- Improved social safety net in relation to energy

Recommendations

- Work with beneficiaries on development and implementation of gender-sensitive recruitment plans
- Work with the University of Pristina's Technical Faculty, AUK's Center for Natural Resources, KEK, KEDS, KOSTT to develop scholarships and internships for female students (or have a quota for female students)
- Employ AECOM's mCircle program, which is designed to advance gender diversity through group mentoring, skill development, and career self-management (could be piloted for female employees of beneficiary organizations)
- Work with beneficiaries and relevant stakeholders to start an annual award to highlight the work of a female engineer to be presented during the regional workshop
- Explore the option of starting a Women in Energy Network

Recommendations

- Ensure that all REPOWER reports and studies are written/reviewed from a gender lens (tariff affordability study, organization capacity assessments, etc.)
- Strive for gender balance in all working groups (for example, working group on affordability), trainings, etc.
- Provide comments from a gender perspective during policy and legislative review
- Encourage participation of women in public consultations
- Disaggregate data by sex and if available, income, ethnicity, disability
- Identify and engage gender "champions"

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